

RESOLUTION NO. 2016 - _____

A RESOLUTION OF THE CITY OF BLOOMINGTON, MINNESOTA ESTABLISHING
EMPLOYER CONTRIBUTION LEVELS FOR 2017 INSURANCE BENEFITS

WHEREAS, the City of Bloomington strives to offer a competitive package of employee benefits in order to attract and retain a well-qualified workforce; and

WHEREAS, the City contributes toward the cost of health and dental insurance benefits as part of employees' overall compensation package; and

WHEREAS, there is a need to establish contribution levels for calendar year 2017 in advance of the annual Open Enrollment period, which begins October 25, 2016.

NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BLOOMINGTON, MINNESOTA that the City shall make the following contributions toward employee's 2017 health insurance benefits:

- A. Up to \$1,365 per employee per month toward the cost of monthly health insurance premiums for unrepresented, full-time employees and their eligible dependents, with the employee responsible for any premium cost above this amount;
- B. Up to \$680 per employee per month toward the cost of monthly health insurance premiums for those unrepresented, part-time employees eligible for City-sponsored health insurance according to the Affordable Care Act, with the employee responsible for any premium cost above this amount;
- C. A one-time contribution of \$1,750 to the City-sponsored Health Reimbursement Arrangement or Health Savings Account of any eligible employee who enrolls in one of the City's high-deductible insurance plans, as long as the employee is employed by the City as of January 1, 2017 or is newly hired and becomes eligible for insurance benefits on or before June 30, 2017;
- D. A one-time contribution of \$875 to the City-sponsored Health Reimbursement Account or Health Savings Account of any newly-hired eligible employee who enrolls in one of the City's high-deductible insurance plans, whose coverage is effective on or after July 1, 2017.

BE IT FURTHER RESOLVED that the City shall make the following contributions toward 2017 dental insurance benefits for unrepresented, full-time employees:

- A. \$39.62 per month for employees electing single coverage;
- B. \$59.44 per month for employees electing two-person coverage;
- C. \$78.72 per month for employees electing family coverage.

BE IT FURTHER RESOLVED that the City Council authorizes the appropriate staff and City officials to enter into any necessary Memorandums of Agreement with the Bloomington Police Officers Federation, Law Enforcement Labor Services, and AFSCME Council 5 Local 2828 establishing equal contributions toward monthly health insurance premiums as those established herein.

Passed and adopted in regular session this 3rd day of October, 2016.

Mayor

ATTEST:

Secretary to the Council